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7 UNITED STATES DISTRICT COURT
8 WESTERN DISTRICT OF WASHINGTON
9 AT SEATTLE

10 STEVEN INGERSOLL, a Washington
11 resident, LYNN BASTROM, a Washington
12 resident, and on behalf of themselves and all
13 others similarly situated,

14 Plaintiffs,

15 vs.

16 ROYAL & SUNALLIANCE USA, a foreign
17 corporation,

18 Defendant.

19 Case No. CV05-1774L

20 ORDER DENYING DEFENDANT'S
21 MOTION TO TRANSFER
22 PURSUANT TO 28 U.S.C. § 1404(a)

23 This matter comes before the Court on defendant's "Motion To Transfer Pursuant to 28
24 U.S.C. § 1404(a)" (Dkt. # 10). Plaintiffs allege that defendant violated the Fair Labor Standards
25 Act of 1938, the Washington Minimum Wage Act, and various Washington state statutes
26 governing overtime, rest, and meal periods. Defendant requests that the Court transfer this civil
27 action to the Western District of North Carolina, Charlotte Division.

28 Pursuant to 28 U.S.C. § 1404(a), the Court may transfer a civil action "[f]or the
convenience of parties and witnesses, in the interest of justice . . . to any other district or
division where it might have been brought." The Court gives deference to plaintiffs' forum
choice. Ravelo Monegro v. Rosa, 211 F.3d 509, 513 (9th Cir. 2000). Defendant must show
that, in the interests of justice, the overall convenience of parties and witnesses weighs in favor

1 of transferring the case. Decker Coal Co. v. Commonwealth Edison Co., 805 F.2d 834, 843 (9th
 2 Cir. 1986).

3 Decisions to transfer are made on an individualized basis with specific consideration
 4 given to issues of convenience and fairness. Stewart Org. v. Ricoh Corp., 487 U.S. 22, 29
 5 (1988); Jones v. GNC Franchising, 211 F.3d 495, 498 (9th Cir. 2000). The Court may weigh the
 6 following factors when ruling on a motion to transfer: “(1) the location where the relevant
 7 agreements were negotiated and executed, (2) the state that is most familiar with the governing
 8 law, (3) the plaintiff’s choice of forum, (4) the respective parties’ contacts with the forum, (5)
 9 the contacts relating to the plaintiff’s cause of action in the chosen forum, (6) the difference in
 10 the costs of litigation in the two forums, (7) the availability of compulsory process to compel
 11 attendance of unwilling non-party witnesses, and (8) the ease of access to sources of proof.”
 12 Jones, 211 F.3d at 498-99.

13 The Court has granted plaintiffs’ “Motion Re: All Others Similarly Situated” (Dkt. # 7),
 14 certifying a 29 U.S.C. § 216(b) collective action. Unlike Fed. R. Civ. P. 23 class actions, 29
 15 U.S.C. § 216(b) collective actions require potential class members to “opt in” to the litigation.
 16 LaChapelle v. Owens-Illinois, Inc., 513 F.2d 286, 288 (5th Cir. 1975). Courts have found that
 17 the “opt-in” requirement “strongly suggests that Congress intended to give plaintiffs
 18 considerable control over the bringing of” a claim under the Fair Labor Standards Act. Alix v.
 19 Shoney’s Inc., No. Civ.A 96-2812, 1997 WL 66771, at *3 (E.D. La. Feb 18, 1997).

20 The Court finds that transferring this civil action to the Western District of North
 21 Carolina at this time would not best serve either the interests of justice or the convenience of
 22 parties and witnesses. Washington, plaintiffs’ choice of forum, has substantial ties with the
 23 current litigation. Plaintiffs are Washington residents and worked for defendant in Washington.
 24 The alleged harm, the denial of overtime pay and pay for rest periods, occurred in Washington.
 25 Along with their federal Fair Labor Standards Act claim, plaintiffs have also brought claims
 26 under the Washington Minimum Wage Act and various Washington state statutes governing
 27
 28 ORDER DENYING DEFENDANT’S
 MOTION TO TRANSFER – 2

1 overtime, rest, and meal periods. Defendant notes that it will be unable to compel non-party
2 witnesses living beyond the reach of the trial subpoena power of the Western District of
3 Washington to appear before the Court. Although defendant may use videotaped depositions or
4 testimony via telephone, the Court recognizes the challenges associated with such alterative
5 methods. Finally, though defendant is based in North Carolina, plaintiffs' former supervisor is
6 an Oregon resident, and defendant has been involved in equivalent litigation in California. It is
7 clear at this stage that the factors weigh against a motion to transfer venue.

8 However, defendant may bring another motion to transfer based upon the final
9 composition of plaintiffs' collective action. It is possible at that point that the majority of class
10 members who "opt in" to plaintiffs' collection action will be residents of North Carolina and
11 South Carolina, the same states where many of defendant's key witnesses and documents are
12 located. The Court may revisit the issue of venue under the revised circumstances.

13 For all of the foregoing reasons, defendant's "Motion to Transfer Pursuant to 28 U.S.C. §
14 1404(a)" (Dkt. # 10) is DISMISSED without prejudice.
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16 DATED this 10th day of February, 2006.
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20 Robert S. Lasnik
21 United States District Judge
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